

Why Apprenticeships?

Swiss Executives on Why they Choose to Implement Apprenticeship Programs in the U.S.

ABB Ltd.

“ABB is very pleased to commit to the initiative to further workforce development programs with colleges and to expand the existing Power and Automation Leaders apprenticeship training program,” said **Ulrich Spiesshofer, CEO ABB Ltd.**

Bühler Group:

Bühler first offered vocational trainings in 1915 in Switzerland – 100 years ago. Based on our broad experience, we have continuously evolved our vocational training programs in order to attract young talent, prepare them for their future career and secure skilled labor for our company,” said **Bühler CEO Calvin Grieder**. “Today, we are a global solution partner with more than 8’000 employees outside of Switzerland. It is key for the development of our company to qualify and maintain young professionals directly in the markets we operate. Our Swiss apprenticeship model serves as a basis to find the right vocational training for each country. We are proud of our apprenticeship program in the U.S., developed together with regional partners, and are committed to further expand it, as well as to support efforts for such programs.”

Burckhardt Compression:

“A combination of solid practical and theoretical education is the back bone of our economy and also our future,” said **Marcel Pawlicek, CEO Burckhardt Compression**. “Young people experience early in life a solid, business-oriented education. They can build any future path they choose on this education.”

Daetwyler Group:

“When we moved to North Carolina in 1990 we were expanding our business and workforce and our greatest difficulty was in finding skilled people to serve as service technicians, machinists, fabricators and engineers,” said **Ralph Daetwyler, President of Max Daetwyler USA**. “Being a Swiss company, the management team knew a model existed to fill this need and our Apprenticeship 2000 program was formed.”

Feintool Group:

“We have found that know-how and precision are very important competencies for Feintool,” said **Heinz Loosli, CEO Feintool Group**. “These skills are very hard to find outside and an apprentice program secures our future as a company.”

Givaudan:

“At Givaudan we are committed to the development all of our people and target to fill 75% of our promotions from within,” said **Gilles Andrier, CEO**. “Apprenticeships are another lever allowing us to ‘grow our own people,’ combining our unique culture with on-the-job training in our organization and with off-the-job learning.”

Holcim Group:

“I welcome this initiative and am very pleased that we as a company have committed to supporting it,” said **Alain Bourguignon, EXCO Member, North America, Holcim**. “We will be giving young people access to a professional on-the-job education and training and with that an invaluable entry point into the workforce and their future career. From experience we can clearly say, we all benefit: the apprentices, we as a company and society as a whole.”

Kudelski Group:

“The Kudelski Group has long and extremely positive experience with apprenticeship, intern and trainee schemes – particularly in our home base of Switzerland where such work experience for young people is an integral part of our corporate culture,” said **Andre Kudelski, CEO**. “Such schemes offer an alternative career path for young, talented people who may not have followed a traditional academic education. It gives them an opportunity to display innovative and disruptive thinking in a supportive, enabling environment. We believe we can also offer such opportunities for young people in the U.S., for the benefit of the communities where we operate and also to enrich our own future talent pool.”

Mercuria Energy:

“Mercuria is talent driven. We are growing rapidly in the U.S. and around the world. Apprentices develop needed talent when they work alongside recognized experts in their field, fulfilling the vital needs of the company,” said **Marco Dunand, CEO, Mercuria Energy**. “Apprentices learn the skills and competencies vital to building a successful career in worldwide commodities while growing and contributing to the local and global economy.”

Mikron Group:

“Highly skilled, experienced and self-motivated technicians are the most important resource within Mikron Automation to bring our sophisticated, customized automation systems to the expected performance level,” said **Rolf Rihs, COO Mikron Automation**.

Pilatus Aircraft:

"Pilatus has decided to implement apprenticeship training in our U.S. facility for one simple reason," said **Markus Bucher, CEO, Pilatus Aircraft Ltd.** "As has been proven in Switzerland, an apprenticeship program is the best way to provide the technician with comprehensive technical and theoretical training in order to assure the high standard of Pilatus workmanship."

SFS Group:

"Our apprenticeship program is key to developing specialists in our core competencies," said **Urs Langenauer, Vice President - Manufacturing, SFS intec inc. in Medina, Ohio.** "Many graduates from our program have advanced to important roles in leadership and technology. This assures the future growth of our business."

Zurich insurance Group:

"I started my career as an apprentice and know first-hand how powerful such a program can be in inspiring young people to achieve their full potential," said **Martin Senn, CEO Zurich Insurance Group.**

"We believe our program is the first of its kind in the U.S. insurance industry and therefore has an important role to play in demonstrating the value of apprenticeships in this sector," said **Mike Foley, CEO North America Commercial and Regional Chairman of North America for Zurich Insurance Group.**